



# Cincinnati Police Department STAFF NOTES

March 6, 2012

*James E. Craig, Police Chief*



## **Policy and Procedure Unit**

- [Revision to Procedure 12.035, Reporting Police Vehicular Accidents and Damage](#)
- [Revision to Procedure 19.130, Limited Duty Personnel](#)

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**1. REVISION TO PROCEDURE 12.035, REPORTING POLICE VEHICULAR ACCIDENTS AND DAMAGE**

Procedure 12.035, Reporting Police Vehicular Accidents and Damage, has been revised. The investigating supervisor will have the Emergency Communication Center (ECC) contact the Fleet Management Unit Supervisor, at line number 325-6365, while at the scene if any the following apply:

- A police vehicle has substantial damage.
- Traffic Unit conducts the investigation.
- The accident results in serious injury to an officer or citizen.
- A police vehicle requires immediate mechanical inspection or examination.

All reference to the Resource Bureau Commander as the Department's Hearing Officer for police involved vehicle accidents has been deleted.

This revision is effective immediately. Personnel should review Procedure 12.035 in its entirety. The revised procedure is available on the Department intranet and web page.

**2. REVISION TO PROCEDURE 19.130, LIMITED DUTY PERSONNEL**

Procedure 19.130, Limited Duty Personnel, has been revised. The Department will grant temporary light duty assignments for those individuals who, because of an on-duty injury or illness, are temporarily unable to perform the full range of duties required of their current classification. Placement in a temporary light duty assignment shall be consistent with the Department's needs and the employee's specific incapacitation, restrictions, and abilities.

Depending on staffing levels that exist at the time an employee becomes temporarily incapacitated, due to an off-duty injury, an employee may be accommodated, not to exceed 12 months.

This revision is effective immediately. Personnel should review Procedure 19.130 in its entirety. The revised procedure is available on the Department intranet and web page.

**3. LEGAL UPDATE FROM THE POLICE LEGAL ADVISOR**

The Police Legal Advisor is a new position within the Law Department. Among the duties assigned to the Police Legal Advisor position, is to provide useful, timely legal updates that offer guidance to the Police Department.

#### 4. EMOTIONAL INTELLIGENCE AND LEADERSHIP DEVELOPMENT TRAINING SERIES

Training Section will begin publishing a monthly *Emotional Intelligence (EI) Training Series Newsletter* introducing the concept of Emotional Intelligence as a core leadership characteristic. There are eighteen newsletters in the series. Training Section will publish the monthly EI newsletters and other supporting leadership development articles throughout the series. Department members are encouraged to read the training series for self-leadership development. Many of the publications will lead to more in-depth articles, publications, or books for immersion into a leadership subject of specific interest to the individual.

This month, [attached](#) to these Staff Notes, two Emotional Intelligence newsletters will be published:

- [Introduction to Emotional Intelligence](#) – Background of EI
- [Change Catalyst](#) – Initiating and Managing Change  
Leaders with this EI competence: 1) recognize the need for change and remove barriers, 2) challenge the status-quo to acknowledge the need for change, 3) champion the change and enlist others in its pursuit, and 4) model the change expected of others (Goleman:1998).

#### 5. COMBAT VETERAN ISSUES AWARENESS AND RESPONSE TRAINING

The Ohio Peace Officer Training Academy (O.P.O.T.A.) will conduct *Combat Veteran Issues – Awareness and Response* training at the Police Academy on Tuesday, May 29, 2012, from 0900 - 1200 hours.

This three-hour instruction will provide awareness of issues confronting distressed combat veterans, including Post-Traumatic Stress Disorder (PTSD) and best de-escalation practices when encountering these individuals. Speakers include professionals from the Ohio Department of Rehabilitation and Correction and Ohio Combat Veterans.

There is no cost to attend this training. Personnel interested in attending the training must submit a Form 17, through the chain of command to Training Section, no later than Friday, March 23, 2012. Training Section will complete the registration and notify personnel approved to attend. Officers may attend on-duty with the approval of their supervisor. No overtime will be provided for personnel attending this training. Questions regarding this training should be directed to Lieutenant Christine Briede, Training Section, at 352-3562.

**6. RAIL CAR INCIDENT RESPONSE TRAINING**

Cincinnati-Hamilton County Homeland Security is sponsoring *Rail Car Incident Response* training, instructed by the University of Findlay. The training will be conducted at the Butler Tech Public Safety Education Complex, 5140 Princeton-Glendale Rd., Liberty Twp., OH 45011, on Thursday, April 26, 2012, from 0800 to 1700 hours.

This eight-hour awareness-level course is designed to increase the knowledge of first responders in recognizing and characterizing the different types of rail cars, potential leaks, and courses of action to be taken based on initial site assessment. It will also increase the participant's knowledge of safety and hazardous conditions that may exist at the scene, and allow them to become familiar with safe practices adopted by the railroad industry.

There is no cost to attend this training. Personnel interested in attending the training must submit a Form 17, through the chain of command to Training Section, no later than Monday, April 2, 2012. Training Section will complete the registration and notify personnel approved to attend. Officers may attend on-duty with the approval of their supervisor. No overtime will be provided for personnel attending this training. Questions regarding this training should be directed to Administrative Specialist James W. Hendricks, Training Section, at 357-7552.

**7. COMPSTAT INFORMATION**

[Attached](#) to these Staff Notes is the most current COMPSTAT Information. Department personnel are directed to review this information to ensure they remain familiar with crime patterns and trends occurring within the City and their areas of responsibility.

**8. POLICE CHIEF'S COMMENDATIONS FOR THE WEEK**

**POLICE OFFICER THOMAS DEFRANCO**  
**POLICE OFFICER KIMBERLY HORNING**  
**District One**

Please accept my personal thanks and commendations for your roles in an incident that occurred on Thursday, January 26, 2012, in which District One Officers were dispatched to 110 West 15<sup>th</sup> Street for an aggravated robbery offense. During the offense a firearm had been brandished and property was demanded from the victim. The victim, who was returning home from work, immediately handed over \$1200.00 in cash, a laptop computer, jewelry, and his cell phone. Two suspects fled following the robbery. The victim was able to call 911 to report the incident.

A broadcast was made which included a description of the suspects. Police Officer Thomas DeFranco and Police Officer Kimberly Horning responded to the area without delay and observed two suspects matching the description a few blocks from the incident. Officer DeFranco and Officer Horning were able to secure the two individuals without incident and a positive identification was made by the victim. All of the victim's property was recovered, as well as two loaded handguns from the suspects.

Due to your keen observations and quick response, two violent criminals were arrested and two guns were removed from the streets. I would like to recognize and commend both Police Officer Thomas DeFranco and Police Officer Kimberly Horning for their beat knowledge and efforts to keep the citizens of our community safe. Officer DeFranco and Officer Horning are a credit to the Neighborhood Policing Bureau and the Cincinnati Police Department.

## **9. THANK YOU LETTERS**

[Attached](#) to these Staff Notes are letters of appreciation and praise written to the Police Chief for the professionalism displayed by our Department, specifically the following personnel:

James E. Craig, Police Chief  
Lieutenant Colonel Cindy Combs  
Sergeant Gilbert Thompson, Jr.  
Sergeant Frank Beavers, IV  
Police Officer Tytus Fillmore  
Police Officer Frank Palmisano  
Police Officer Andre Ewing

Lieutenant Colonel Vincent Demasi  
Lieutenant David Fink  
Sergeant Eric Franz  
Police Officer Alexander Hasse  
Police Officer Andrew Fusselman  
Police Officer Frank Schulz

## 12.035 REPORTING POLICE VEHICULAR ACCIDENTS AND DAMAGE

### ***Reference:***

Procedure 12.225 - Vehicular Crash Reporting

Procedure 12.435 – Reporting Conditions Affecting Other Departments – Form 318

Procedure 12.535 - Emergency Operation of Police Vehicles and Pursuit Driving Traffic Crash Report Procedures - Ohio Department Highway Safety

Administrative Regulation #52 - Substance Abuse Policy

### ***Definitions:***

**Police Motor Vehicle Accident** - an occurrence that results in property damage and/or injury and meets the following conditions:

1. It is an accident.
2. It involves a motor vehicle that is owned or leased by the City of Cincinnati or the Police Department, or is under the control of a Police Department member during the performance of official duties.

When a disabled vehicle is moved utilizing “push-bumpers” and damage occurs to either vehicle, the incident is not considered a vehicular accident.

**Category 1 (negligent)** - a Department member has committed a Category 1 violation when found at fault for a vehicular accident and the member has violated a minor misdemeanor provision of the Cincinnati Municipal Code (CMC), Ohio Revised Code (ORC), or applicable statute from another jurisdiction.

**Category 2** - A member has committed a Category 2 violation when they:

- are at fault for a vehicular accident and have violated any provision of Procedure 12.535, Emergency Operation of Police Vehicles and Pursuit Driving;
- are at fault for a vehicular accident and have violated a provision of the CMC, ORC, or applicable statute from another jurisdiction that is a fourth degree misdemeanor or higher.
- operated a vehicle involved in an accident and failed to properly wear a seatbelt restraining device.

**Original documents** – photographs, MVR/DVR tapes, and any documents that are handwritten or contain an original signature.

**Purpose:**

Provide for the investigation and uniform reporting of police vehicular accidents and damage to police vehicles. Police vehicles include automobiles, motorcycles, bicycles, trailers and horses.

**Policy:**

Department members are be subject to corrective and/or disciplinary action for Category 1 and 2 motor vehicle accidents.

**Procedure:**

## A. Documentation Needed for Accidents

1. Form OH-1, Ohio Traffic Crash Report.
2. Form 90SP, Supervisors Review of Vehicle Crash. The following must be investigated at the scene by a supervisor:
  - a. When vehicle is in motion with a driver.
  - b. When vehicle is in motion without a driver.
  - c. When vehicle is parked on public or private property.
  - d. When a bike, horse, etc., is struck by a motor vehicle.

## B. Police Vehicles Involved in Auto Accidents

1. The operator of any police vehicle involved in any vehicular accident will:
  - a. Allow all involved vehicles to remain in the post-accident position if traffic conditions permit. With the exception of emergency circumstances, do not remove vehicles from the immediate vicinity.
  - b. Provide necessary aid and transportation for the injured.
  - c. Immediately request Emergency Communication Center (ECC) to dispatch a district car and district/section/unit supervisor to investigate the accident.
    - 1) It is the responsibility of the district/section/unit supervisor to which the operator is assigned to conduct the supervisory portion of the investigation.
      - a) If the responsible district/section/unit supervisor is unavailable, the nearest available district supervisor will conduct the investigation and will forward the forms to the vehicle operator's unit of assignment for review and processing.

- 2) If the police vehicle involved in an auto accident is a horse and the horse is injured, the investigating supervisor will request a Mounted Squad supervisor respond, including recall if necessary, unless the injury is very minor.
- 3) If a serious accident involving a police vehicle occurs, the investigating supervisor will request Traffic Unit respond, including recall if necessary.
- 4) The investigating supervisor will also have ECC notify the Fleet Management Unit Supervisor at line 352-6365, while at the scene if any of the following apply:
  - a) A police vehicle has sustained substantial damage.
  - b) Traffic Unit conducts the investigation.
  - c) The accident results in serious injury to an officer or citizen.
  - d) A police vehicle requires immediate mechanical inspection or examination.
- 5) The investigating supervisor will ensure, if possible, photographs are taken of damage to all involved property.

## 2. Required reports

- a. When police equipment is involved in an auto accident, even if on private property, supervisors will ensure the following are completed:
  - 1) Form OH-1 completed by the investigating officer.
    - a) The police equipment operated by the on duty police officer will be identified as a "Police Vehicle" on the OH-1 in the space provided for "Type of Unit." This applies to all marked and unmarked police vehicles including motorcycles and trucks.
  - 2) Form 90SP completed by the investigating supervisor.
  - 3) Form BMV3303, Ohio Motor Vehicle Crash Report, only required if a driver cannot show proof of insurance at the accident scene.
    - a) The Fleet Management Unit will forward the Form BMV3303 to the Ohio Bureau of Motor Vehicles when required.

- b) Officers are required to sign Form BMV3303 when the driver of an involved vehicle is uninsured. The Form BMV3303 is then forwarded to Fleet Management Unit.
    - 4) The investigating supervisor will scan Forms OH-1 and BMV3303, if applicable, into the computer and attach to the appropriate ETS case folder.
  - b. If the accident causes damage to other City property, e.g., fire hydrant, the investigating supervisor will prepare Form 318, Conditions Affecting Other Departments, in accordance with Procedure 12.435.
  - 3. The vehicle operator's supervisor will make a blotter entry briefly describing the facts of the accident. Indicate the necessary reports have been completed.
  - 4. The supervisor will make the appropriate entries in the police vehicle jacket.
  - 5. The investigating supervisor will examine the damaged vehicle to determine if it is safe for use. Consider both mechanical defects and unsightliness. If unsure if the vehicle is safe to use, call the Fleet Management Unit Supervisor.
    - a. Tow or drive the vehicle to the Fleet Services body shop if the vehicle is removed from service.
    - b. During regular Fleet Services working hours (0800-1630), if the vehicle is safe for patrol duty, take it to Fleet Services for an estimate at the body shop.
    - c. After regular Fleet Services working hours, the first shift officer in charge (OIC) will send the vehicle to the Fleet Services body shop after 0800 hours on the next regular working day for an estimate.
    - d. The officer taking the vehicle to the body shop will take the BMV3303 only if it was completed due to the involvement of an uninsured motorist. Body shop personnel will fill out the BMV3303. The officer will then sign the BMV3303 and forward it to the Fleet Management Unit.
    - e. The supervisor will enter the estimate in the blotter and on the Form 90SP.
- C. Documentation Needed for Non-Auto Accident Incidents
- 1. Immediately notify a supervisor in the district of occurrence of the incident.

2. Do not complete a Form 90SP. Supervisors will ensure the necessary forms are completed based on the cause of the damage.
  - a. Damage (scratches, dents, body damage, etc.) not the result of a criminal act is reported on a Form 317, General Conditions Report.
  - b. Damage (broken window, flattened tire, radio antenna broken, etc.) which is the result of a criminal act is reported on Form 301, Incident Report. An estimate will be completed by Fleet Services for possible restitution when criminal charges are filed. All forms will be sent through the chain of command and forwarded to the Fleet Management Unit.
  - c. Incidents occurring which result in personal injury or property damage by police equipment (collisions involving Department bikes, horses, etc., with persons or property) are reported on a Form 301.
    - 1) If injury or damage is due to horse involvement, a Mounted Squad supervisor will investigate the incident and ensure Form 301 is completed. If unavailable, notify a Park Unit supervisor.
      - a) If neither of the above are available, notify a supervisor in the district of occurrence.
      - b) In all cases, the supervisor notified will prepare a Form 17 with all pertinent facts and route through the chain of command.

D. Progressive Corrective and/or Disciplinary Action

1. Progressive corrective and/or disciplinary action will be administered for Department members involved in Category 1 and Category 2 vehicular accidents.
  - a. Department members will be subject to disciplinary action for auto accidents where they are found to have been negligent and any of the following apply:
    - 1) The member has been found at fault in four or more Category 1 motor vehicle accidents within a 24-month period.
    - 2) The member has been found at fault in two or more Category 2 motor vehicle accidents within a 24-month period.
    - 3) The member has been found at fault in three Category 1 and one Category 2 motor vehicle accidents within a 24-month period.

- 4) The member has been found at fault in a Category 1 or Category 2 motor vehicle accident that resulted in serious injury, as defined by ORC 2901.01(E), or death.

E. Uniform Corrective/Disciplinary Action Guidelines

1. Mitigating factors, such as injuries and property damage, will be considered to affix disciplinary penalties within the range indicated by this policy. Disciplinary action will be added to Employee Tracking Solution (ETS) vehicle crash case folder by using the “Add Employee Supplement Log” or “Add Attachment” function, or both.

a. Category 1 Accidents (24-month period):

- 1<sup>st</sup> Category 1 accident: ESL entry.
- 2<sup>nd</sup> Category 1 accident: ESL entry and driver's training.
- 3<sup>rd</sup> Category 1 accident: Written Reprimand and driver's training.
- 4<sup>th</sup> Category 1 accident: Pre-disciplinary Hearing.
- Sustained finding for 4<sup>th</sup> Category 1 accident: 8 hours suspension.
- Sustained finding for 5<sup>th</sup> Category 1 accident: 8 - 24 hours suspension.
- Sustained finding for 6<sup>th</sup> Category 1 accident: 24 - 40 hours suspension.
- Sustained finding for 7<sup>th</sup> Category 1 accident: 40 hours suspension – dismissal.

b. Category 2 Accidents (24-month period)

- 1<sup>st</sup> Category 2 accident: Written Reprimand and driver's training.
- 2<sup>nd</sup> Category 2 accident: Pre-disciplinary Hearing.
- Sustained finding for 2<sup>nd</sup> Category 2 accident: 8 - 24 hours suspension.
- Sustained finding for 3<sup>rd</sup> Category 2 accident: 24 - 40 hours suspension.
- Sustained finding for 4<sup>th</sup> Category 2 accident: 40 hours suspension – dismissal.

## F. Responsibilities of District/Section/Unit Commanders

1. District/section/unit commanders will carefully analyze and evaluate all accidents involving personnel under their command. They will arrange appropriate corrective training and make disciplinary recommendations. The primary objective is to identify the accident prone and careless driver. The district/section/unit commander will:
  - a. Initial and make recommendations/comments in Block 33 of Form 90SP.
  - b. Work-flow the completed Form 90SP and attached documents through the chain of command to the Fleet Management Unit. Route the hard copy of the BMV3303 through channels to the Fleet Management Unit, if applicable. Photographs are retained in the vehicle jacket at the district/section/unit.
2. All reports of police vehicle accidents will be reviewed by the affected district/section/unit commander and forwarded to the affected bureau commander for review. If the circumstances listed under Section E.1. apply, a pre-disciplinary hearing will be scheduled.
3. The Fleet Management Unit, upon receipt of Forms 90SP, OH-1, and BMV3303, will:
  - a. Examine the reports for completeness and accuracy and evaluate the facts of the accident.
  - 1) Forward copies of Forms 90SP, OH-1, and Fleet Services estimate to Fleet Services Subrogation Section when an outside party is at fault.
  - b. Send the signed original Form BMV3303 to the BMV when required.
  - c. Send a form letter to the BMV with pertinent information from the Form OH-1 to ensure sworn personnel do not receive points on their driver's license for on-duty accidents.
  - d. File a copy of the Form 90SP in the vehicle jacket:
  - e. Work-flow the information to Training Section for additional training when recommended.
  - f. Finalize the case in ETS.
- G. Post-Accident Testing

1. As soon as practical following a vehicular accident involving a Department member, while in the course and scope of duty and/or who was operating a city vehicle, the member shall be tested for drugs and alcohol if:
  - a. The accident involves the loss of human life, or
  - b. The member receives a citation under state or local law for a moving violation arising from the accident.
2. A member who is subject to post-accident testing shall remain readily available for such testing or may be deemed to have refused to submit to testing. Nothing in this section shall be construed to require the delay of necessary medical attention for injured persons following an accident or prohibit a member from leaving the scene of an accident for the period necessary to obtain assistance in responding to the accident or necessary medical care.
  - a. The results of blood or breath tests for alcohol detection, or urine tests for drug detection, conducted by federal, state, or local officials having independent authority for the test shall be considered to meet the requirements of this section, provided such tests conform to applicable federal, state, or local requirements and the results are obtained by the city.
3. Members required to take a post-accident alcohol test shall not use alcohol for eight hours following the accident or until the member undergoes a post-accident test, whichever comes first.
  - a. If an alcohol test is not administered to the member within two hours following the accident, the supervisor will prepare a Form 17 stating the reasons the test was not administered.
  - b. If an alcohol test is not administered to the member within eight hours following the accident, attempts to administer an alcohol test shall cease and the supervisor will prepare a Form 17 stating the reasons the test was not administered.
4. If a drug test is not administered to the member within 32 hours following the accident, attempts to administer a drug test shall cease and the supervisor will prepare a Form 17 stating the reasons the test was not administered.
  - a. CONSENTRA Medical Center, located at 4623 Wesley Avenue Suite C, Cincinnati, will administer drug tests Monday through Friday, 0800 hours to 1600 hours.
  - b. The Jewish Hospital, 4777 E. Galbraith Road, will administer drug tests from 1600 hours to 0800 hours and on weekends.

## 19.130 LIMITED DUTY PERSONNEL

### ***Reference:***

Americans with Disabilities Act (ADA)  
Procedure 19.131, Employee Pregnancies  
Procedure 19.140, Outside Employment  
Procedure 13.110, Assignment, Rotation and Transfer of Personnel

### ***Policy:***

It is the policy of the Police Department to grant temporary light duty assignments for those individuals who, because of an on-duty injury or illness, are temporarily unable to perform the full range of duties required of their current classification. Placement in a temporary light duty assignment shall be consistent with the Department's needs and the employee's specific incapacitation, restrictions, and abilities.

Depending on staffing levels that exist at the time an employee becomes temporarily incapacitated, due to an off-duty injury, an employee may be accommodated, not to exceed 12 months.

### ***Procedure:***

#### A. Temporary Limited-Duty Assignments:

1. The Personnel, Recruitment and Background Section will assign all personnel placed on temporary limited duty based upon the needs of the Department.
  - a. District/section commanders or acting commanders will advise the Personnel, Recruitment and Background Section Commander if temporary limited duty personnel can be utilized in their current unit of assignment.
  - b. Appeals of the Personnel, Recruitment and Background Section Commander's decision will be to the Bureau Commander or the Police Chief.

#### B. Outside Employment While on Limited Duty:

1. Outside Employment Extension of Police Service Details

- a. While Police Department members are on limited duty status, they are prohibited from engaging in outside employment as an extension of police service, whether in uniform or civilian clothes. Since limited duty officers are unable to provide a full range of services while on duty, they could not be expected to do so if engaged by a private employer.

## 2. Outside Employment Not Police Related

- a. This type of employment will be permitted as long as it does not exceed the individual's capabilities and does not conflict with his/her limited duty status. The work restrictions and/or limitations noted on the City Physician's report will be considered in determining an individual's capabilities. If an individual's outside employment activity exceeds his/her restrictions and/or limitations, the employee should be referred to EHS for re-evaluation. If restrictions are lifted, he/she will be returned to full duty. If restrictions affirmed, he/she will be on restricted duty and be restricted from outside employment.

## C. Medical Separations:

1. When the Employee Health Physician determines that the employee will not be able to return to full duty status in the foreseeable future, a letter from the Police Chief and countersigned by the Human Resources Department Director will be given to the affected employee advising him/her that due to his medical status and prognosis, he/she will be medically separated. The letter will contain:
  - a. The specific date of separation, which will usually be the Sunday closest to 60 days from the date of the letter.
  - b. A statement regarding the Civil Service appeal for reinstatement after separation, when appropriate.
    - 1) Sworn personnel can apply for reinstatement within 5 years of their medical separation date if they become able to perform the full range of duties within that timeframe, as determined by the Employee Health Physician.

D. Request For Reasonable Accommodation

1. A due date for a written response to the Police Chief, if the employee believes the injury/illness is covered by the Americans with Disabilities Act (ADA), and the employee is requesting accommodation under ADA. This due date will be 10 days from the date of the notification letter. The employee must complete an ADA request for accommodation form, which is attached to the medical separation letter and include a letter from their physician stating their specific limitations.
2. The Department will ensure any request for an ADA accommodation will be immediately reviewed by the Police Department ADA review team which is coordinated by the Personnel, Recruitment and Background Section Commander.
  - a. Within 5 days after the decision by the review team and following approval by the Police Chief, a written decision will be provided to the employee.
3. If the request for accommodation can be handled within the Police Department, Police Personnel, Recruitment and Background Section will coordinate the process including the necessary paperwork.
4. If a request for accommodation cannot be handled within the Police Department, the Personnel, Recruitment and Background Section Commander will forward the request to the City ADA coordinator. That coordinator will review the request and search for possible accommodations on a city-wide basis in an attempt to accommodate the employee.
  - a. The City ADA coordinator will remain in contact with the Personnel, Recruitment and Background Section Commander and the affected member.
  - b. A written decision will be sent to the affected member as quickly as possible.
  - c. The employee will have 10 days to notify the Police Chief of his intent to accept or decline the accommodation.
5. If the employee's request does not meet the requirements for an accommodation under the ADA law, he/she will be notified in writing within 5 days after the decision by the review team and following approval by the Police Chief.

6. Appeal of either the Police Department or the City ADA Coordinators' written decision can be made to the Human Resources Department Director with 10 days of receiving the decision.
7. If the employee is not successful in the appeal process, the medical separation date will be reinstituted.
8. Any sworn employee who is placed in a permanent limited duty ADA accommodation status will be relieved of his/her Department issued firearm and powers of arrest. By doing so, the employee will have no authority or responsibility to take police action which could further aggravate his/her injury.
  - a. All police equipment will be surrendered immediately upon notification of permanent limited duty status.
  - b. ID card will be reissued with stamp of permanent limited duty status.



## Cincinnati Police Department Emotional Intelligence Training Series



*James E. Craig, Police Chief*

# Emotional Intelligence

Over the next 18 months, Training Section will publish an Emotional Intelligence Training Newsletter and other supporting self-development leadership articles in the Staff Notes to explore the concept of developing Emotional Intelligence and other leadership competencies.

## Background of Emotional Intelligence

Emotions have never been completely welcome in our work lives. Most of us have traditionally been conditioned to leave emotions “at home”, believing that to be effective, we need to base all our team strategies and decisions only upon cold, logical “intelligence”.

And yet, as we all know, emotions are a fundamental part of who we are and of working with others. They cannot be left out of the picture. In fact, to do so often guarantees that suppressed emotions will flare, causing increased conflict and impacting climate and morale.

But what if we were to view emotions in a different way altogether, as another kind of “intelligence”, beyond reason and logic? An intelligence that- if we could learn to access it- could become nothing short of a touchstone to greater collaboration, a higher level of influence with others, more productivity and effectiveness.

The fact is, such intelligence exists- it is called “emotional intelligence”.

- If you are interested in a more in-depth article about EI click the web-link below.
  - [EMOTIONAL INTELLIGENCE: THE EQ FACTOR](#)

*“The price of greatness is responsibility”*  
**Winston Churchill**

## What is Emotional Intelligence?

First, let's look at what emotional intelligence is *not*. Emotional intelligence is *not* about being nice all the time. It is about being honest. Emotional Intelligence is *not* about being touchy-feely. It is about being aware of feelings, yours and other people. And emotional intelligence is *not* about being emotional. It is about being smart with your emotions. It is knowing how to use your passions to motivate yourself and others. It is knowing how to keep your distressing emotions under control.

According to pioneers in the field, John Mayer and Peter Salovey, emotional intelligence is "a type of social intelligence that involves the ability to monitor one's own and others' emotions, to discriminate among them, and to use the information to guide one's thinking and actions." Or, more simply, emotional intelligence is knowing how we and others feel, why we feel that way and what can be done about it. EI is our ability to understand and use the power of emotions wisely.

## Emotional Intelligence in Law Enforcement

One characteristic of effective officers is the ability to recognize and manage their emotions. In fact, studies have demonstrated that individuals with higher levels of emotional intelligence (EI), relative to others, are better able to perceive and manage their emotions, have more positive social interactions, and engage in fewer problem behaviors, including aggressive and violent acts. Additionally, EI appears to contribute to an increased recognition and respect for the feelings of others, improved cooperation, and better teamwork.<sup>1</sup> It appears that officers who are able to increase their EI have a distinct advantage, both personally and professionally, in a number of important areas, including self-control, decision making, and interpersonal skills.

Whether humans realize it or not, emotions play an important role in virtually everything we do. Emotions help us think and learn, motivate us toward important goals, allow us to bond with others, direct us in making difficult choices, and protect us from danger.

But while emotions serve a number of important functions, they can also present a host of behavioral and health-related problems if not managed correctly.

In simplest terms, emotions represent complex internal feeling states with cognitive, physical, and behavioral components. Cognitively, people experience a shift in focus as their attention becomes fixed on a person or object and how best to cope with it. Physically, numerous bodily changes are perceived, including elevated vital signs (heart rate, blood pressure, and temperature), dilated pupils, and muscular tension. Behaviorally, humans experience feelings and emotions as an impulse to act—to move away from, or toward, a person or object.

While all emotions share the same components, this model does not present a complete picture. Emotions do not occur in a vacuum. In other words, emotions have specific causes; for example, a person is angry *with* someone or something. In fact, it is the all-consuming focus of emotions that can make them so difficult to ignore. This seems especially true for anger, which can range in intensity from mild irritation to full-blown rage. Because anger is unpleasant and produces high levels of arousal, it makes the person feeling it want to do something and to do it quickly. Unfortunately, when people are angry, their decisions and actions often create more problems than they solve.

## Summary

There is no denying the important role that emotions play in officers' daily lives. However, a failure to recognize and manage reactions can have serious consequences for officers, their agencies, and their communities. Although it might be easier for officers to blame their anger on someone else, all people can control and are accountable for their emotional reactions. In the end, officers are responsible for improving their EI by taking control of their thoughts, feelings, and behaviors. Regardless of how awful a situation might appear, officers still have control over how they choose to respond. Ultimately, they must accept responsibility for their choices.

<sup>1</sup> - [Emotional Intelligence: Practical Advice for Law Enforcement Officers](#)



## Emotional Intelligence Brings Leadership

"Superior theories on emotional intelligence, I learned that the very best commands are not necessarily run by authoritarian figures, but by compassionate leaders." – D. Goleman

## Change Catalyst *"Initiating and Managing Change"*

### The Change Catalyst Key Ingredients

Today, organizations are reshuffling, divesting, merging, acquiring, flattening hierarchies, going global. The acceleration of change through the 1990s has made the ability to lead it a newly ascendant competence. In addition to high levels of self-confidence at such pace, effective change leaders have high levels of influence, commitment, motivation, initiative and optimism, as well as an instinct for organizational politics to see organizations through such change. (Goleman)

### People with this competence:

- Recognize the need to change and remove barriers
- Challenge the status quo to acknowledge the need for change
- Champion the change and enlist others in its pursuit
- Model the change expected of others

### Become a Change Catalyst:

1. Buy a book you have wanted to read for a while or check out something that has been persisting in the back of your mind.
2. Do something atypical for you! Make a (small) mistake intentionally like wearing two mismatched socks, and see what happens!
3. Increase your self-awareness. Assessments are a great way to gain insight about our preferences. Armed with this knowledge, you can better leverage your strengths and manage your frailties to bring about the change you desire.

To read more about how assessments can help you, read:

[Assessments That We Use.](#)

Mary Arond –Thomas (2003) [www.selfgrowth.com](http://www.selfgrowth.com)

A positive attitude causes a chain reaction of positive thoughts, events and outcomes. It is a catalyst and it sparks extraordinary results.





## Five Steps to Building Commitment for Change in Law Enforcement

*By Merle Switzer, Captain, North Central Division, Sacramento County Sheriff's Department, Sacramento, California*

Building commitment for change is fundamental to successfully implementing change, but all too often it's a process that is ignored. In a time when changes due to technology, community expectations, worker expectations, or budget crises are accelerating, one would think that business and government would be pretty good at bringing about change. Unfortunately, that is not the case.

A survey of the literature indicates that 65-85 percent of change initiatives either fall short of initial expectations or fail outright. Why is the failure rate so high? One reason is that change agents often fail to build a proper foundation for reform by taking the time to convince others that change is needed.

Commitment is to change what prevention is to risk management. Those familiar with risk management know that prevention is vital to a successful program. The same is true of change. Without commitment, change cannot occur.

Like any new structure, a change effort needs a solid foundation. Change efforts that lack a solid underpinning sway back and forth, always vulnerable to attacks by management, coworkers, and customers. Build a rock-hard foundation by taking the time to build true consensus and commitment, however, and your change effort will weather the

most violent storms.

The following is a five-step process for building commitment for change, known by the acronym IDEAS. Building commitment for change may involve using creative ideas to win support. These steps will take some additional time at the beginning but will save time and frustration later. Following the five steps is a real example of how one station commander built support for a voluntary adopt-a-neighborhood program.

### Step 1: Identify Whose Commitment Is Needed

Who are key people whose commitment would help bolster the chances of success? A peer leader and shop steward are two examples of people whose commitment might be important in that others will watch to see how they weigh in on the coming change. If a peer leader is supportive, for example, others who value that person's opinion are more likely to be supportive as well.

Another way to identify whose commitment is needed is to ask this question: "Who among those who would be affected by this change could either help our plan or derail it?" This broadens the search to other stakeholders, which would generally include those who would be affected by the change, could help make the change happen, or could pop up with the power to derail the change.

Identifying those people is important to developing the commitment necessary for change to be implemented. If you have worked with a group for some period of time, you can likely name them. If you are new to a group or aren't sure who these key people might be, you should ask former supervisors or others you trust who do know the people.

### Step 2: Determine the Level of Commitment Needed

This is a two-step process. First, you need to determine how committed they are to the intended change. If you know the person well enough, you

may be able to speculate how they might feel about the change. You might sit down with others in leadership to discuss how committed you believe the group is to the intended change. A better way might be to ask them about their level of commitment.

Second, you need to determine what level of commitment you need from specific people. Among those whose commitment is needed, there may be varying levels of commitment necessary. People usually fall into one of four categories: those who resist the change, those who let it happen, those who help it happen, and those who make it happen. For example, strong support may be needed from a peer leader, but a lesser degree of support from someone else. The point is to determine what level of commitment is needed. Not everyone has to be intimately involved and 100 percent supportive.

California's Commission on Peace Officer Standards and Training's Command College Program promotes the use of a commitment planning chart (figure 1). It works this way: In column one, Key Employee, you would write in the names of key people. In the columns to the right, you would place an X in the column representing his or her current level of commitment. Next, you would place an O in the column representing the level of commitment you would like from this person.

**Fig. 1. Commitment Planning Chart**

Key Employee	Resist Change	Let Change Happen	Help Change Happen	Make Change Happen
1.	X		O	
2.		X		O
3.		X	O	
4.				XO
5.			X	O
6.		XO		
7.	X	O		

For example, key employee 1 is currently believed to be resistant to the change. However, it is believed that this employee is needed to help make this change happen. Hence, there is a gap between where the person is believed to be and where you want them to be relative to this change. Step 4 will address steps that can be taken to grow commitment.

### Step 3: Estimate the Critical Mass

After identifying the key employees and determining their level of support for the change, determine how many of those people are needed to implement the change. The number of committed people required to make the change happen is called critical mass.

Unfortunately, there is not a specific formula for figuring out critical mass. The nature and scope of the change is a key factor in making this determination. A change that is relatively simple and uncontroversial will need a lower critical mass than one that is complex and far-reaching.

The better one knows the people who will be affected, the easier it will be to determine the critical mass. Open discussion with staff that will be impacted will provide useful information about how receptive they are toward the change.

### Step 4: Get the Commitment of the Critical Mass

It's important to assess how to get the commitment of the critical mass and develop a plan accordingly. If the employee whose support is needed is lower in intensity than desired, what can be done to grow or garner a greater level of support?

One chief of police makes it his practice when building commitment to ask key people what it would take to get them to a 75 percent level of commitment. Based on the answer, he will then take the steps necessary to grow commitment in that person.

For example, if one person says that if he or she had a better understanding of the reason for the change and how the change will affect him or her, then the chief needs to provide more information to that person. For another it might be seeing the process at work in another agency. If so, then the chief may want to arrange a visit to another agency. The key is to understand what it will take for staff to buy in to the change and take steps to meet those needs.

## Step 5: Status Check to Monitor the Level of Commitment

Status checking refers to creating a monitoring system to identify progress in gaining commitment. One way to do this is ask for volunteers to sign up to participate on a trial basis. Who signs up and how many can be a good gauge to determine commitment.

### Fig. 2. Sample Commitment Ladder

*Instructions: What is your level of commitment to try this new process that will help us provide better service to our citizens? Place an X next to the number that best reflects how you feel about this change.*

**5: Committed:** "I am committed to this new process. I will try to ensure that my actions reflect this commitment."

**4: Genuine Compliance:** "This new process sounds like a good idea to me. Tell me what you want me to do and I'll do it."

**3: Formal Compliance:** "You say this is part of my job. I'll do it."

**2: Grudging Compliance:** "I'll only do what's necessary to keep from losing my job."

**1: Resistant:** "I don't like this idea. I won't do it. You can't make me do it. I'll show that this idea won't work."

California State Parks uses a tool called the Commitment Ladder (figure 2). A ladder is drawn on a piece of paper. Each rung up the ladder represents a greater level of commitment, starting with resistance to the idea on the lowest rung and going up to strong make-it-happen type of commitment at the top. Distribute copies of the Commitment Ladder for a specific change to employees, and then ask them to put an X on the ladder in the field that represents their level of support. The ratings are anonymous and

turned in prior to a break. While employees are on break, leaders can tally the ratings to see if people support the change. One benefit of this method is that after the break a leader can share the results. If the results are less than hoped, the leader can ask for feedback on how the idea can be improved to generate more commitment.



## Recognize The Need for Change

Leaders who can catalyze change are able to recognize the need for the change, challenge the status quo, and champion the new order. They can be strong advocates for the change even in the face of opposition, making the argument for it compelling. They also find practical ways to overcome barriers to change.

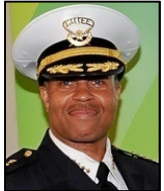
### Additional Sources

1. Daniel Goleman - *Working With Emotional Intelligence*
2. Daniel Goleman, Richard Boyatzis, and Annie McKee - *Primal Leadership – Learning to Lead with Emotional Intelligence*



# CINCINNATI POLICE DEPARTMENT COMPSTAT MEETING PROFILE CITY WIDE, REPORTING PERIOD: 01/29/2012 - 02/25/2012



<div>POPULATION: 296,943</div> <div>AREA: 77 SQ. MILES</div> <div>2011 VIOLENT CRIMES PER 1000: 10.2</div> <div>2011 PART I CRIMES PER 1000: 81.6</div>				<div>CHIEF OF POLICE</div> <div></div> <div>JAMES E. CRAIG</div>			TOTAL SWORN PERSONNEL						
							GENDER			RACE			
										WHITE	BLACK	OTHER	TOTAL
							MALE	788	77.1%	523	236	29	788
							% of Total Males			66.4%	29.9%	3.7%	
							FEMALE	234	22.9%	155	75	4	234
							% of Total Females			66.2%	32.1%	1.7%	
							TOTAL	1022		678	311	33	1022
							% of Total Sworn			66.3%	30.4%	3.2%	
							Total Sworn in Districts	666					
% of Total Sworn in Districts	65.2%					Source: Personnel Unit							
CRIME STATISTICS for week ending 02/25/2012													
VIOLENT CRIMES	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE	
HOMICIDE*	1	5	-80%	5	4	25%	6	9	-33%	6	5	20%	
RAPE	17	15	13%	15	10	50%	32	40	-20%	32	29	10%	
ROBBERY	105	142	-26%	142	138	3%	247	247	0%	247	253	-2%	
AGGRAVATED ASSAULTS	53	72	-26%	72	51	41%	125	114	10%	125	111	13%	
TOTAL VIOLENT	176	234	-25%	234	203	15%	410	410	0%	410	398	3%	
PROPERTY CRIMES	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE	
BURGLARY	330	496	-33%	496	537	-8%	826	818	1%	826	737	12%	
THEFT FROM AUTO	211	252	-16%	252	316	-20%	463	638	-27%	463	456	2%	
PERSONAL/OTHER THEFT	530	562	-6%	562	632	-11%	1092	1080	1%	1092	1221	-11%	
AUTO THEFT	68	96	-29%	96	102	-6%	NA	NA	N/C	NA	NA	N/C	
TOTAL PROPERTY	1139	1406	-19%	1406	1587	-11%	2381	2536	-6%	2381	2414	-1%	
TOTAL PART 1	1315	1640	-20%	1640	1790	-8%	2791	2946	-5%	2791	2812	-1%	

<b>ARREST STATISTICS for week ending 02/25/2012</b>												
ARRESTS	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
HOMICIDE	3	3	0%	3	5	-40%	6	11	-45%	6	4	50%
RAPE	3	4	-25%	4	4	0%	7	15	-53%	7	10	-30%
ROBBERY	57	40	43%	40	38	5%	97	98	-1%	97	100	-3%
AGGRAVATED ASSAULTS	36	31	16%	31	31	0%	67	120	-44%	67	76	-12%
BURGLARY	57	84	-32%	84	81	4%	141	102	38%	141	114	24%
THEFT	209	204	2%	204	210	-3%	413	443	-7%	413	441	-6%
AUTO THEFT	17	13	31%	13	20	-35%	30	43	-30%	30	38	-21%
<b>TOTAL VIOLENT</b>	99	78	27%	78	78	0%	177	244	-27%	177	190	-7%
<b>TOTAL PART 1</b>	382	379	1%	379	389	-3%	761	832	-9%	761	783	-3%

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable


Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.

Arrest statistics are based on charges, meaning each charge in an arrest is counted.



# CINCINNATI POLICE DEPARTMENT COMPSTAT MEETING PROFILE CITY WIDE, REPORTING PERIOD: 01/29/2012 - 02/25/2012



PATROL BUREAU COMMANDER		DISTRICT 1 CAPTAIN		DISTRICT 1 SWORN PERSONNEL						
		GENDER		RACE						
					WHITE	BLACK	OTHER	TOTAL		
		MALE	79	82.3%	52	25	2	79		
		% of Total Males			65.8%	31.6%	2.5%			
		FEMALE	17	17.7%	10	7	0	17		
		% of Total Females			58.8%	41.2%	0.0%			
		TOTAL	96		62	32	2	96		
									</	

Source: Personnel Unit

## CRIME STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>VIOLENT CRIMES</b>												
HOMICIDE*	0	0	N/C	0	0	N/C	0	1	-100%	0	0	N/C
RAPE	4	2	100%	2	1	100%	6	4	50%	6	4	50%
ROBBERY	16	32	-50%	32	28	14%	48	51	-6%	48	42	14%
AGGRAVATED ASSAULTS	11	9	22%	9	10	-10%	20	25	-20%	20	22	-9%
<b>TOTAL VIOLENT</b>	<b>31</b>	<b>43</b>	<b>-28%</b>	<b>43</b>	<b>39</b>	<b>10%</b>	<b>74</b>	<b>81</b>	<b>-9%</b>	<b>74</b>	<b>68</b>	<b>9%</b>
<b>PROPERTY CRIMES</b>												
BURGLARY	16	35	-54%	35	31	13%	51	59	-14%	51	40	28%
THEFT FROM AUTO	44	71	-38%	71	48	48%	115	97	19%	115	72	60%
PERSONAL/OTHER THEFT	85	74	15%	74	122	-39%	159	165	-4%	159	189	-16%
AUTO THEFT	10	14	-29%	14	16	-13%	NA	NA	N/C	NA	NA	N/C
<b>TOTAL PROPERTY</b>	<b>155</b>	<b>194</b>	<b>-20%</b>	<b>194</b>	<b>217</b>	<b>-11%</b>	<b>325</b>	<b>321</b>	<b>1%</b>	<b>325</b>	<b>301</b>	<b>8%</b>
<b>TOTAL PART 1</b>	<b>186</b>	<b>237</b>	<b>-22%</b>	<b>237</b>	<b>256</b>	<b>-7%</b>	<b>399</b>	<b>402</b>	<b>-1%</b>	<b>399</b>	<b>369</b>	<b>8%</b>

## ARREST STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>ARRESTS**</b>												
HOMICIDE	3	0	N/C	0	3	-100%	3	3	0%	3	2	50%
RAPE	1	3	-67%	3	3	0%	4	7	-43%	4	6	-33%
ROBBERY	9	10	-10%	10	7	43%	19	18	6%	19	25	-24%
AGGRAVATED ASSAULTS	4	4	0%	4	6	-33%	8	12	-33%	8	15	-47%
BURGLARY	2	11	-82%	11	5	120%	13	19	-32%	13	6	117%
THEFT	48	42	14%	42	48	-13%	90	79	14%	90	116	-22%
AUTO THEFT	1	2	-50%	2	6	-67%	3	5	-40%	3	3	0%
<b>TOTAL VIOLENT</b>	<b>17</b>	<b>17</b>	<b>0%</b>	<b>17</b>	<b>19</b>	<b>-11%</b>	<b>34</b>	<b>40</b>	<b>-15%</b>	<b>34</b>	<b>48</b>	<b>-29%</b>
<b>TOTAL PART 1</b>	<b>68</b>	<b>72</b>	<b>-6%</b>	<b>72</b>	<b>78</b>	<b>-8%</b>	<b>140</b>	<b>143</b>	<b>-2%</b>	<b>140</b>	<b>173</b>	<b>-19%</b>

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

\*\*There are arrests that currently do not receive district values: 64 for last 28 days, 63 for previous 28 days, 68 for earlier 28 days, 127 for 2011 YTD, 48 for 2010 YTD, and 0 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.

Arrest statistics are based on charges, meaning each charge in an arrest is counted.



# CINCINNATI POLICE DEPARTMENT COMPSTAT MEETING PROFILE CITY WIDE, REPORTING PERIOD: 01/29/2012 - 02/25/2012



PATROL BUREAU COMMANDER				DISTRICT 2 CAPTAIN		DISTRICT 2 SWORN PERSONNEL							
	AREA: 24.9 SQ. MILES					GENDER		RACE					
									WHITE	BLACK	OTHER		TOTAL
						MALE	87	76.3%	46	36	5		87
						% of Total Males			52.9%	41.4%	5.7%		
						FEMALE	27	23.7%	18	8	1		27
						% of Total Females			66.7%	29.6%	3.7%		
						TOTAL	114		64	44	6		114
% of Total Sworn			56.1%	38.6%	5.3%								
						Source: Personnel Unit							

Source: Personnel Unit

## CRIME STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>VIOLENT CRIMES</b>												
HOMICIDE*	0	0	N/C	0	1	-100%	0	2	-100%	0	0	N/C
RAPE	2	4	-50%	4	0	N/C	6	5	20%	6	5	20%
ROBBERY	11	11	0%	11	13	-15%	22	27	-19%	22	30	-27%
AGGRAVATED ASSAULTS	6	7	-14%	7	3	133%	13	11	18%	13	11	18%
<b>TOTAL VIOLENT</b>	<b>19</b>	<b>22</b>	<b>-14%</b>	<b>22</b>	<b>17</b>	<b>29%</b>	<b>41</b>	<b>45</b>	<b>-9%</b>	<b>41</b>	<b>46</b>	<b>-11%</b>
<b>PROPERTY CRIMES</b>												
BURGLARY	71	96	-26%	96	89	8%	167	138	21%	167	146	14%
THEFT FROM AUTO	43	49	-12%	49	74	-34%	92	125	-26%	92	69	33%
PERSONAL/OTHER THEFT	68	105	-35%	105	102	3%	173	172	1%	173	192	-10%
AUTO THEFT	7	16	-56%	16	14	14%	NA	NA	N/C	NA	NA	N/C
<b>TOTAL PROPERTY</b>	<b>189</b>	<b>266</b>	<b>-29%</b>	<b>266</b>	<b>279</b>	<b>-5%</b>	<b>432</b>	<b>435</b>	<b>-1%</b>	<b>432</b>	<b>407</b>	<b>6%</b>
<b>TOTAL PART 1</b>	<b>208</b>	<b>288</b>	<b>-28%</b>	<b>288</b>	<b>296</b>	<b>-3%</b>	<b>473</b>	<b>480</b>	<b>-1%</b>	<b>473</b>	<b>453</b>	<b>4%</b>

## ARREST STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>ARRESTS**</b>												
HOMICIDE	0	0	N/C	0	0	N/C	0	2	-100%	0	0	N/C
RAPE	1	0	N/C	0	1	-100%	1	0	N/C	1	0	N/C
ROBBERY	5	1	400%	1	4	-75%	6	8	-25%	6	8	-25%
AGGRAVATED ASSAULTS	5	0	N/C	0	0	N/C	5	9	-44%	5	8	-38%
BURGLARY	13	9	44%	9	8	13%	22	12	83%	22	27	-19%
THEFT	20	22	-9%	22	26	-15%	42	46	-9%	42	43	-2%
AUTO THEFT	1	4	-75%	4	2	100%	5	5	0%	5	11	-55%
<b>TOTAL VIOLENT</b>	<b>11</b>	<b>1</b>	<b>1000%</b>	<b>1</b>	<b>5</b>	<b>-80%</b>	<b>12</b>	<b>19</b>	<b>-37%</b>	<b>12</b>	<b>16</b>	<b>-25%</b>
<b>TOTAL PART 1</b>	<b>45</b>	<b>36</b>	<b>25%</b>	<b>36</b>	<b>41</b>	<b>-12%</b>	<b>81</b>	<b>82</b>	<b>-1%</b>	<b>81</b>	<b>97</b>	<b>-16%</b>

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

\*\*There are arrests that currently do not receive district values: 64 for last 28 days, 63 for previous 28 days, 68 for earlier 28 days, 127 for 2011 YTD, 48 for 2010 YTD, and 0 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.

Arrest statistics are based on charges, meaning each charge in an arrest is counted.



# CINCINNATI POLICE DEPARTMENT COMPSTAT MEETING PROFILE CITY WIDE, REPORTING PERIOD: 01/29/2012 - 02/25/2012



PATROL BUREAU COMMANDER				DISTRICT 3 CAPTAIN		DISTRICT 3 SWORN PERSONNEL						
						GENDER		RACE				
						WHITE	BLACK	OTHER		TOTAL		
		MALE	125	77.2%		83	38	4		125		
		% of Total Males				66.4%	30.4%	3.2%				
		FEMALE	37	22.8%		28	9	0		37		
		% of Total Females				75.7%	24.3%	0.0%				
		TOTAL	162			111	47	4		162		
% of Total Sworn			68.5%	29.0%	2.5%							
						Source: Personnel Unit						

Source: Personnel Unit

## CRIME STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>VIOLENT CRIMES</b>												
HOMICIDE*	0	1	-100%	1	1	0%	1	2	-50%	1	2	-50%
RAPE	2	4	-50%	4	3	33%	6	12	-50%	6	7	-14%
ROBBERY	28	38	-26%	38	34	12%	66	49	35%	66	76	-13%
AGGRAVATED ASSAULTS	6	20	-70%	20	12	67%	26	27	-4%	26	31	-16%
<b>TOTAL VIOLENT</b>	<b>36</b>	<b>63</b>	<b>-43%</b>	<b>63</b>	<b>50</b>	<b>26%</b>	<b>99</b>	<b>90</b>	<b>10%</b>	<b>99</b>	<b>116</b>	<b>-15%</b>
<b>PROPERTY CRIMES</b>												
BURGLARY	96	146	-34%	146	164	-11%	242	302	-20%	242	283	-14%
THEFT FROM AUTO	56	50	12%	50	60	-17%	106	131	-19%	106	107	-1%
PERSONAL/OTHER THEFT	174	166	5%	166	171	-3%	340	368	-8%	340	366	-7%
AUTO THEFT	23	29	-21%	29	22	32%	NA	NA	N/C	NA	NA	N/C
<b>TOTAL PROPERTY</b>	<b>349</b>	<b>391</b>	<b>-11%</b>	<b>391</b>	<b>417</b>	<b>-6%</b>	<b>688</b>	<b>801</b>	<b>-14%</b>	<b>688</b>	<b>756</b>	<b>-9%</b>
<b>TOTAL PART 1</b>	<b>385</b>	<b>454</b>	<b>-15%</b>	<b>454</b>	<b>467</b>	<b>-3%</b>	<b>787</b>	<b>891</b>	<b>-12%</b>	<b>787</b>	<b>872</b>	<b>-10%</b>

## ARREST STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>ARRESTS**</b>												
HOMICIDE	0	0	N/C	0	2	-100%	0	0	N/C	0	2	-100%
RAPE	0	1	-100%	1	0	N/C	1	2	-50%	1	0	N/C
ROBBERY	11	12	-8%	12	9	33%	23	28	-18%	23	32	-28%
AGGRAVATED ASSAULTS	9	8	13%	8	10	-20%	17	47	-64%	17	25	-32%
BURGLARY	19	20	-5%	20	27	-26%	39	31	26%	39	32	22%
THEFT	46	50	-8%	50	63	-21%	96	156	-38%	96	144	-33%
AUTO THEFT	3	2	50%	2	5	-60%	5	14	-64%	5	8	-38%
<b>TOTAL VIOLENT</b>	<b>20</b>	<b>21</b>	<b>-5%</b>	<b>21</b>	<b>21</b>	<b>0%</b>	<b>41</b>	<b>77</b>	<b>-47%</b>	<b>41</b>	<b>59</b>	<b>-31%</b>
<b>TOTAL PART 1</b>	<b>88</b>	<b>93</b>	<b>-5%</b>	<b>93</b>	<b>116</b>	<b>-20%</b>	<b>181</b>	<b>278</b>	<b>-35%</b>	<b>181</b>	<b>243</b>	<b>-26%</b>

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

\*\*There are arrests that currently do not receive district values: 64 for last 28 days, 63 for previous 28 days, 68 for earlier 28 days, 127 for 2011 YTD, 48 for 2010 YTD, and 0 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.

Arrest statistics are based on charges, meaning each charge in an arrest is counted.



# CINCINNATI POLICE DEPARTMENT COMPSTAT MEETING PROFILE CITY WIDE, REPORTING PERIOD: 01/29/2012 - 02/25/2012



PATROL BUREAU COMMANDER				DISTRICT 4 CAPTAIN		DISTRICT 4 SWORN PERSONNEL							
	AREA: 11.7 SQ. MILES					GENDER		RACE					
									WHITE	BLACK	OTHER		TOTAL
						MALE	123	80.9%	71	48	4		123
						% of Total Males			57.7%	39.0%	3.3%		
						FEMALE	29	19.1%	12	16	1		29
						% of Total Females			41.4%	55.2%	3.4%		
						TOTAL	152		83	64	5		152
% of Total Sworn			54.6%	42.1%	3.3%								
						Source: Personnel Unit							

Source: Personnel Unit

## CRIME STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>VIOLENT CRIMES</b>												
HOMICIDE*	1	3	-67%	3	1	200%	4	3	33%	4	3	33%
RAPE	6	2	200%	2	4	-50%	8	10	-20%	8	7	14%
ROBBERY	28	35	-20%	35	41	-15%	63	71	-11%	63	67	-6%
AGGRAVATED ASSAULTS	16	21	-24%	21	16	31%	37	35	6%	37	25	48%
<b>TOTAL VIOLENT</b>	<b>51</b>	<b>61</b>	<b>-16%</b>	<b>61</b>	<b>62</b>	<b>-2%</b>	<b>112</b>	<b>119</b>	<b>-6%</b>	<b>112</b>	<b>102</b>	<b>10%</b>
<b>PROPERTY CRIMES</b>												
BURGLARY	79	88	-10%	88	82	7%	167	139	20%	167	123	36%
THEFT FROM AUTO	50	45	11%	45	79	-43%	95	151	-37%	95	135	-30%
PERSONAL/OTHER THEFT	111	115	-3%	115	137	-16%	226	214	6%	226	206	10%
AUTO THEFT	16	24	-33%	24	24	0%	NA	NA	N/C	NA	NA	N/C
<b>TOTAL PROPERTY</b>	<b>256</b>	<b>272</b>	<b>-6%</b>	<b>272</b>	<b>322</b>	<b>-16%</b>	<b>488</b>	<b>504</b>	<b>-3%</b>	<b>488</b>	<b>464</b>	<b>5%</b>
<b>TOTAL PART 1</b>	<b>307</b>	<b>333</b>	<b>-8%</b>	<b>333</b>	<b>384</b>	<b>-13%</b>	<b>600</b>	<b>623</b>	<b>-4%</b>	<b>600</b>	<b>566</b>	<b>6%</b>

## ARREST STATISTICS for week ending 02/25/2012

	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>ARRESTS**</b>												
HOMICIDE	0	2	-100%	2	0	N/C	2	5	-60%	2	0	N/C
RAPE	0	0	N/C	0	0	N/C	0	0	N/C	0	3	-100%
ROBBERY	6	7	-14%	7	6	17%	13	24	-46%	13	22	-41%
AGGRAVATED ASSAULTS	5	14	-64%	14	6	133%	19	25	-24%	19	15	27%
BURGLARY	10	14	-29%	14	16	-13%	24	17	41%	24	28	-14%
THEFT	32	28	14%	28	25	12%	60	89	-33%	60	100	-40%
AUTO THEFT	8	2	300%	2	4	-50%	10	14	-29%	10	8	25%
<b>TOTAL VIOLENT</b>	<b>11</b>	<b>23</b>	<b>-52%</b>	<b>23</b>	<b>12</b>	<b>92%</b>	<b>34</b>	<b>54</b>	<b>-37%</b>	<b>34</b>	<b>40</b>	<b>-15%</b>
<b>TOTAL PART 1</b>	<b>61</b>	<b>67</b>	<b>-9%</b>	<b>67</b>	<b>57</b>	<b>18%</b>	<b>128</b>	<b>174</b>	<b>-26%</b>	<b>128</b>	<b>176</b>	<b>-27%</b>

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

\*\*There are arrests that currently do not receive district values: 64 for last 28 days, 63 for previous 28 days, 68 for earlier 28 days, 127 for 2011 YTD, 48 for 2010 YTD, and 0 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.

Arrest statistics are based on charges, meaning each charge in an arrest is counted.



# CINCINNATI POLICE DEPARTMENT COMPSTAT MEETING PROFILE CITY WIDE, REPORTING PERIOD: 01/29/2012 - 02/25/2012



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CRIME STATISTICS for week ending 02/25/2012												
	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>VIOLENT CRIMES</b>												
HOMICIDE*	0	1	-100%	1	1	0%	1	1	0%	1	0	N/C
RAPE	3	3	0%	3	2	50%	6	9	-33%	6	6	0%
ROBBERY	22	25	-12%	25	21	19%	47	49	-4%	47	38	24%
AGGRAVATED ASSAULTS	14	15	-7%	15	10	50%	29	16	81%	29	22	32%
<b>TOTAL VIOLENT</b>	<b>39</b>	<b>44</b>	<b>-11%</b>	<b>44</b>	<b>34</b>	<b>29%</b>	<b>83</b>	<b>75</b>	<b>11%</b>	<b>83</b>	<b>66</b>	<b>26%</b>
<b>PROPERTY CRIMES</b>												
BURGLARY	68	131	-48%	131	171	-23%	199	180	11%	199	145	37%
THEFT FROM AUTO	18	37	-51%	37	55	-33%	55	134	-59%	55	73	-25%
PERSONAL/OTHER THEFT	92	102	-10%	102	98	4%	194	161	20%	194	268	-28%
AUTO THEFT	12	13	-8%	13	23	-43%	NA	NA	N/C	NA	NA	N/C
<b>TOTAL PROPERTY</b>	<b>190</b>	<b>283</b>	<b>-33%</b>	<b>283</b>	<b>347</b>	<b>-18%</b>	<b>448</b>	<b>475</b>	<b>-6%</b>	<b>448</b>	<b>486</b>	<b>-8%</b>
<b>TOTAL PART 1</b>	<b>229</b>	<b>327</b>	<b>-30%</b>	<b>327</b>	<b>381</b>	<b>-14%</b>	<b>531</b>	<b>550</b>	<b>-3%</b>	<b>531</b>	<b>552</b>	<b>-4%</b>

ARREST STATISTICS for week ending 02/25/2012												
	01/29/12 TO 02/25/12	01/01/12 TO 01/28/12	% CHANGE	01/01/12 TO 01/28/12	12/04/11 TO 12/31/11	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
<b>ARRESTS**</b>												
HOMICIDE	0	1	-100%	1	0	N/C	1	1	0%	1	0	N/C
RAPE	0	0	N/C	0	0	N/C	0	4	-100%	0	1	-100%
ROBBERY	8	1	700%	1	7	-86%	9	15	-40%	9	13	-31%
AGGRAVATED ASSAULTS	9	4	125%	4	5	-20%	13	22	-41%	13	13	0%
BURGLARY	12	17	-29%	17	4	325%	29	12	142%	29	21	38%
THEFT	23	22	5%	22	10	120%	45	49	-8%	45	38	18%
AUTO THEFT	4	3	33%	3	3	0%	7	4	75%	7	8	-13%
<b>TOTAL VIOLENT</b>	<b>17</b>	<b>6</b>	<b>183%</b>	<b>6</b>	<b>12</b>	<b>-50%</b>	<b>23</b>	<b>42</b>	<b>-45%</b>	<b>23</b>	<b>27</b>	<b>-15%</b>
<b>TOTAL PART 1</b>	<b>56</b>	<b>48</b>	<b>17%</b>	<b>48</b>	<b>29</b>	<b>66%</b>	<b>104</b>	<b>107</b>	<b>-3%</b>	<b>104</b>	<b>94</b>	<b>11%</b>

\*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

\*\*There are arrests that currently do not receive district values: 64 for last 28 days, 63 for previous 28 days, 68 for earlier 28 days, 127 for 2011 YTD, 48 for 2010 YTD, and 0 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted.

Arrest statistics are based on charges, meaning each charge in an arrest is counted.



**CINCINNATI POLICE DEPARTMENT  
COMPSTAT MEETING PROFILE  
CITY WIDE, REPORTING PERIOD: 02/19/2012 - 02/25/2012**



7 DAY						
CRIME	CITY	DST 1	DST 2	DST 3	DST 4	DST 5
Homicide	1	0	0	0	1	0
Rape	4	1	1	1	1	0
Robbery	22	2	3	7	5	5
Agg Assault	6	0	1	0	4	1
Burglary	86	5	15	21	22	23
TFA	68	13	9	23	17	6
OTHER THEFT	115	26	11	33	23	22
AUTO THEFT	20	6	1	7	6	0



**LIGHTHOUSE**  
YOUTH SERVICES  
BRIGHTER LIVES FOR YOUTH AND FAMILIES

**Community School**  
Education for youth in  
Lighthouse programs

**Early Childhood Services**  
Home-based services for  
families with children ages 0-3

**Foster Care**  
Therapeutic foster homes for  
children and teens

**Community Based  
Residential Treatment**  
Group homes for abused  
and neglected teens

**Home and School  
Based Services**  
In home and school counseling,  
case management and life  
skills training for families,  
youth, and young dads

**Independent Living**  
Supportive housing and life  
skills training for youth

**Juvenile Justice**  
Residential, day treatment,  
and community management  
services for felony offender youth

**Runaway &  
Homeless Youth**  
Crisis intervention, shelter  
and street outreach to youth,  
transitional housing for  
homeless youth

**Robert C. Mecum**  
President & CEO

**Certified by:**  
Ohio Department of Mental Health  
Ohio Department of Alcohol & Drug  
Addiction Services

**Licensed by:**  
Ohio Department of Job &  
Family Services

**Accredited by:**  
CARF – Commission on  
Accreditation of Rehabilitation  
Facilities

**Funded in part by the**  
City of Cincinnati

**A United Way Agency Partner**

**A Hamilton County Mental Health  
and Recovery Services Board Agency**

**A Better Business Bureau  
Accredited Agency**

February 6, 2012

Mr. James E. Craig  
Police Chief  
City of Cincinnati  
310 Ezzard Charles Drive  
Cincinnati, OH 45214

Dear Chief Craig:

Once again, it was a pleasure seeing you and hearing you speak during the luncheon Friday afternoon at McCormick and Schmicks. I also want to thank you again for attending the open house for the new youth shelter. Lighthouse on Highland opened last October on Highland Avenue. Just this past week, we accepted our first residents in the new shelter after several months of day services provided in that wonderful new facility.

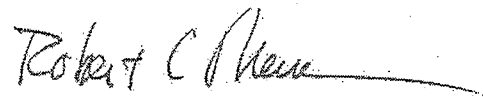
After your presentation, I spoke to you briefly about the possibilities of your participation in a march that will take place on Saturday, May 19. On that day, hundreds of people will participate in the "Be the Somebody" march – a march to kick off a major effort to recruit and license 100 new foster parents to serve children and youth in need of foster care from our community.

This may be hard to believe, but everyday about 40% of all of the children who need foster care from our county have to go far out of our region to find an available foster home. Lighthouse Youth Services, the largest private child welfare agency in Hamilton County, is leading this effort. We would love for you to be one of our grand marshals in this march.

If your schedule allows, we would like for you to carve out about an hour of your time on that Saturday to participate in this march. We anticipate it will begin around noon on that day but we will get back to you later with more specific details about the exact time and location of the march, and how long everyone will be walking on behalf of the campaign.

Again, welcome to Cincinnati. I look forward to hearing your response.

Yours truly,



Robert C. Mecum  
President/CEO

February 14, 2012

James E. Craig  
Chief of Police  
City of Cincinnati Police  
310 Ezzard Charles Drive  
Cincinnati, OH 45214

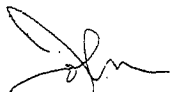
Dear Chief:

I want to take this opportunity to thank you for taking time out of your busy schedule to talk to the Commercial Real Estate Women at noon today. You were very interesting, informative and displayed a great sense of humor as well. I have had many comments from those attending telling me how impressed they were with your comments.

I think the City of Cincinnati and in fact the entire Metropolitan Area is very fortunate that you are Cincinnati's Police Chief. Many great things are happening here and one of them is that you are the Chief.

So again, I express my great appreciation to you, and I look forward to our paths crossing often in the future.

Warmest regards,



John J. Frank, Jr.  
Chairman, Cincinnati Office  
Cassidy Turley Commercial Real Estate Services



615 Elsinore Place  
Cincinnati, Ohio  
45202

P 513.639.2800  
F 513.639.2700

February 20, 2012

Chief James Craig  
City of Cincinnati Police Chief  
310 Ezzard Charles Drive  
Cincinnati, Ohio 45214

Dear Chief Craig:

Thank you so much for your presentation at Catholic Health Partners on Monday, February 20. The feedback from the audience was extremely positive and overall the energy is hopeful for the future of the City of Cincinnati. Your presence made an impact.

I would also like to say thank you for taking time out of your holiday (day off work) to come and talk with us. I hope your future with the City of Cincinnati is for a long time and productive.

Sincerely,

Cheryl Floyd  
Unity Council Chairperson



Stanley M. Chesley  
1513 Fourth & Vine Tower  
One West Fourth Street  
Cincinnati, Ohio 45202

February 28, 2012


Police Chief James Craig  
Cincinnati Police Department  
310 Ezzard Charles Drive  
Cincinnati, OH 45214

Dear Chief:

What a great article in the *Cincinnati Business Courier*.  
The time and efforts you are investing in making our  
community a more vibrant and safe place to be does not go  
unnoticed. I was glad to read your interview and see some  
positive news.

My best to you.

Sincerely,



Stanley M. Chesley

2/28/2012

Chief James E. Craig

Dear Chief,

It was pleasure meeting you and Vince,  
and breaking bread together.

I appreciate your coming to the Mt  
Auburn Boxing Gym, and delighted that  
you are so enthused with what you saw.

It is gratifying to us that with your help  
we will be able to continue this valuable  
program that "Buddy" started over 30  
years ago.

We are also very excited about the  
prospect of putting on a boxing show  
between the LAPD & CPD. You could bet  
their Chief a Pizga.

Looking forward to seeing you at some  
of our shows.

Art Neuman

Executive Director CGG/PAL



**Hoxworth**  
**BLOOD CENTER**  
UNIVERSITY OF CINCINNATI 

3130 Highland Ave.  
P.O. Box 670055  
Cincinnati, OH  
45267-0055

January 31, 2012

Cindy Combs  
Cincinnati Police Department  
800 Evans Street  
Cincinnati, OH 45204

Dear Cindy Combs,

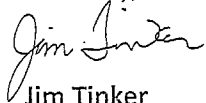
Thank you for your support of Hoxworth Blood Center. The number of blood and/or platelet donations made in the name of your organization during 2011 totaled 59. This means up to 177 patients were supported by transfusions made possible by those who donated at your blood drives and Hoxworth Neighborhood Centers in your organization's name.

Celebrate this achievement by prominently displaying the enclosed Certificate of Appreciation so all can see how you contribute to our community.

We truly appreciate your effort. We have included a personalized calendar as a special, personal thank you.

Your time means a *lifetime* to patients in need. Thank you!

Sincerely,

  
Jim Tinker

Division Director, Donor Recruitment & Community Relations

*Cindy - Thank you so much  
for being a partner  
and a leader. We'll  
have to talk about  
this year's plans soon.*

**COMING IN 2012:**  
**HoxworthPlus**

In the coming months, we will introduce an online tool for blood drive coordinators. Hoxworth staff will begin providing information to you in the coming months to enable you to take advantage of this system we call *HoxworthPlus*.

*HoxworthPlus* is a web-based system that features a Donor Portal and a Coordinator Portal.

The Coordinator Portal is a tool for you to manage your blood drives and recruit donors.

The Coordinator Portal will help you:

- communicate with your donors
- schedule appointments
- check the status of your drive(s)
- run multiple reports

We look forward to working with you to make *HoxworthPlus* a great tool.

Our donors save lives.



February 7, 2012

**Officers**

Sherry Friedlander,  
Chairman of the Board/Founder  
David Lindemann, Imm. Past President  
Darren Spielman, President  
David Lindemann, Vice President  
Darren Spielman, Treasurer  
J.B. Glossinger, Secretary  
Jeffery W. Klink, Board  
Jessica Hollander, Board

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Chief Richard Bull-CA  
Bary Mowell, Ph.D.-Broward College-FL  
Howard Forman-Clerk of Courts-FL  
Aphrodite Jones- Author- FL  
Amy Mercer-Executive Director,  
Florida Police Chiefs Association-FL  
Peggy Nordeen-Stamark-FL  
William Pruitt-Govt. Liaison-FL  
Sheriff Ted Sexton- AL  
Vernon Keenan- Director-  
Georgia Bureau of Investigation-GA  
Chief Joseph Rebello- MA  
Chief Thomas Hanley- VT  
Sheriff Robert L. "Rick" Beracy-MI  
Climb for America's Children  
Bob Cornwell-Executive Director,  
Buckeye State Sheriffs' Association-OH  
Chief Thomas Streicher, Jr.-OH  
Chief (Ret) Marlin Price-  
ACIM Law Enforcement Liaison-TX

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Florida Legislature  
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Joe DiMaggio Children's Hospital

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Alaska Law enforcement- AK  
Arkansas Law Enforcement-AR  
Arizona Law Enforcement- AZ  
California Law Enforcement-CA  
Connecticut Law Enforcement- CT  
Colorado Law Enforcement- CO  
Delaware Law Enforcement- DE  
Florida Law Enforcement-FL  
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Hawaii Law Enforcement- HI  
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Indiana Law Enforcement-IN  
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Oregon Law Enforcement- OR  
Pennsylvania Law Enforcement- PA  
Rhode Island Law Enforcement-RI  
South Carolina Law Enforcement-SC  
South Dakota Law Enforcement-SD  
Tennessee Law Enforcement-TN  
Texas Law Enforcement-TX  
Utah Law Enforcement-UT  
Vermont Law Enforcement-VT  
Virginia Law Enforcement-VA  
Washington Law Enforcement-WA  
West Virginia Law Enforcement-WV  
Wisconsin Law Enforcement-WI  
Wyoming Law Enforcement- WY

500 S.E. 17<sup>th</sup> Street #101  
Fort Lauderdale, FL 33316  
Tel: 954-763-1288  
888-US5-ACIM  
Fax: 954-763-4569  
[www.AChildIsMissing.org](http://www.AChildIsMissing.org)

Chief James Craig  
Cincinnati Police Department  
310 Ezzard Charles Drive  
Cincinnati, OH 45214

Dear Chief Craig:

We would like to thank you for participating in the A Child Is Missing Alert Program. The program has helped the Cincinnati Police Department on February 1, 2012. This safe assisted recovery is ACIM's 1034<sup>th</sup> and your department's 4<sup>th</sup>.

As you know, A Child Is Missing Alert is dedicated to assisting law enforcement in the early search and safe recovery of children, the elderly, or any individual with special needs. Our organization can place 1,000 Alert Calls in 60 seconds, and we are not limited by jurisdictional boundaries.

However, we can only function effectively when law enforcement officials such as you take the initiative to be informed about our Alert program. Your support enables us to help you keep your community and its residents safe.

It is an honor and privilege to assist law enforcement and the communities they serve. If you have any further questions, please feel free to contact us.

The success story will be featured, along with all of our other successes on our website at [www.achildismissing.org](http://www.achildismissing.org)

Thank you, again, for supporting A Child Is Missing Alert.

Sincerely,

Claudia Corrigan  
Vice President and Director of National Expansion

# A Child Is Missing Alert

## In Recognition from A Child Is Missing Alert Program Safe Assisted Recovery

# 1034

### Cincinnati Police Department

The night of Wednesday, February 1, 2012, a 9 year old girl was reported missing from her home after she went to walk her dog and did not return. Sergeant Beavers contacted A Child Is Missing and provided the girl's description to be distributed via telephone alert in hopes that someone may have seen her. Nearly 1,700 alert calls were sent asking anyone with information to contact Police. According to the case follow-up report, "After the alert was activated we started receiving calls almost immediately, several tips were followed up on." These tips helped Police to locate the girl safe, approximately one half mile away from her home less than one hour after activation.

Sherrie Friedlander, Founder

*Sherrie Friedlander*  
*Claudia Corrigan*

Claudia Corrigan, Vice President

**From:** <clarence taylor>

**Date:** February 7, 2012 10:03:12 PM EST

**To:** alexander.hasse@cincinnati-oh.gov, Sergeant Gil Thompson  
<gilbert.thompson@cincinnati-oh.gov>

**Cc:** eliot.issac@cincinnati-oh.gov

**Subject:** Melrose YMCA Open House

Sergeant Gil, Officer Hasse, and all the other officers of District 4,

Thank you for your caring professional service to the neighbors of this community. Last night the Open House at the Melrose Y went on without a "hitch". No break-ins, no fights, no problems. The officers of District 4\*\* remained visible throughout the event and provided a safe presence to the members and potential members.

Thank you again for all that you do for us!

Your Partner in Community Service,  
Clarence Taylor, WHAC President

\*\*Personnel assigned to the YMCA Open House event:

- Lt. David Fink
- P.O. Tytus Fillmore
- P.O. Andrew Fusselman

Ryan Smith

Sergeant Eric Franz  
310 Ezzard Charles Drive  
Cincinnati, OH 45214

Sergeant Franz,

Thank you for the opportunity to complete my field placement with the Cincinnati Police Department to meet my degree requirements for a Bachelor's degree in Criminal Justice from the University of Cincinnati. The experience has broadened my professional development, and the members of the department that I worked with represented the standard of excellence the agency is known for. Thank you again,

Sincerely,

A handwritten signature in black ink, appearing to be 'Ryan Smith', with a long horizontal stroke extending to the right.

Ryan Smith

Sgt. Franz

310 Ezzard Charles Drive

Cincinnati, OH 45214

Sgt. Franz,

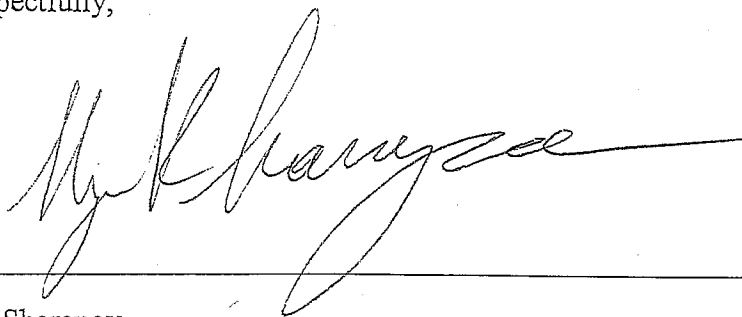
As a University of Cincinnati Criminal Justice student, I would like to thank you for providing me with an opportunity to intern with the Cincinnati Police Department.

During the past three months, I have been exposed to various duties and responsibilities of a police department, ranging from street patrol, responding to calls from citizens, targeted patrol of hot-spot areas, crime deterrence, and organization of various crime prevention events within the community.

During my internship, I have gained practical knowledge of criminal justice rules and procedures, as well as increased my understanding of the operation of a multi-structural government agency.

This experience has definitely provided me with skills and knowledge to be better prepared for a job in law enforcement.

Respectfully,

A handwritten signature in cursive script, appearing to read 'Ilya Sharapov', written over a horizontal line.

Ilya Sharapov

Andrew Rasfeld

SGT Eric Franz  
Cincinnati Police Department  
310 Ezzard Charles Drive  
Cincinnati, OH 45214

Dear SGT Franz:

I would like to take this opportunity to thank you for giving me a chance to fulfill my internship with the Cincinnati Police Department. As student at the University of Cincinnati majoring in Criminal Justice it may be difficult to obtain a job directly after graduation with a degree alone. However, this internship gives me a small amount of experience that may put me ahead of my peers while applying for a job. Additionally, this opportunity has really given me an inside look at what a police officer does and only serves to confirm that I wish to pursue a career in law enforcement.

Sincerely,

A handwritten signature in cursive script, appearing to read "Andrew Rasfeld", written in dark ink.

Andrew Rasfeld

Cayla Black

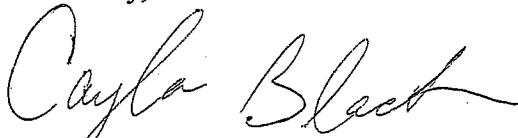
Sergeant Franz  
Ohio Police Department, District 1  
Cincinnati Police Department  
310 Ezzard Charles Drive  
Cincinnati, Ohio 45214

Dear Sergeant Franz:

I, Cayla Black, a Criminal Justice student at the University of Cincinnati, want to thank you for allowing me to intern with you at the Cincinnati Police Department.

Through this experience it has enriched my life to think about how to be a better person when it comes to dealing with people of all walks of life. As a person who is planning to go into the field of criminal justice it also helped me to have a better understanding of who I am as a person when it comes to my beliefs, likes and dislikes. My field placement really was a great experience and once again, I want to thank you, Sergeant Franz for making my internship purposeful and educational.

Sincerely,

  
Cayla Black



FERRIS STATE UNIVERSITY  
COLLEGE OF EDUCATION AND HUMAN SERVICES

School of  
Criminal Justice

August 31, 2011

Sgt Eric Franz  
Cincinnati Police Dept  
310 Ezzard Charles  
Cincinnati, OH 45214

Dear Sgt Eric Franz,

Please allow this letter to convey our sincere appreciation to you personally and to all the members of your agency who assisted in making the Ferris State University Criminal Justice Summer 2011 Internship Program a success. We feel that the internship program is an essential part of the student's education and without your cooperation the program would not be possible. We appreciate the considerable time and effort that you and your staff devoted to our intern(s).

We are constantly trying to improve the meaningfulness of the internship program with the ultimate goal of preparing the students for the real world. We would welcome any suggestions or comments from you or members of your agency relative to the operation of our internship program. Please feel free to send them to the School of Criminal Justice at [worralk@ferris.edu](mailto:worralk@ferris.edu)

Once again, please accept our gratitude for your assistance with our internship program this year. We look forward to working with you again in the future.

Sincerely,

Terry M. Nerbonne, Ph.D.  
Internship Coordinator  
School of Criminal Justice



U.S. Department of Justice

Federal Bureau of Investigation

In Reply, Please Refer to  
File No.

550 Main Street  
Room 9000  
Cincinnati, Ohio 45202

February 21, 2012

Mr. James Craig  
Chief of Police  
Cincinnati Police Dept.  
310 Ezzard Charles Drive  
Cincinnati, Ohio 45214

Dear Chief Craig:

I would like to express my sincere thanks and appreciation to you for the exemplary, professional conduct of Police Officer Frank Palmisano, Badge No. 5698500, while he was investigating an automobile accident involving an FBI support employee from our office.

On February 21, 2012, our employee was broad sided by another vehicle in Clifton, on Vine Street, and her car was totaled. Officer Palmisano immediately assisted our employee, who was visibly shaken but unhurt. He then conducted a thorough investigation in a manner which provided our employee a great deal of comfort. When he finished the investigation, he ensured our employee arrived safely home and followed up to inform her of the accident report number for insurance purposes.

Please thank Officer Palmisano for his exemplary conduct and extension of professional courtesy in rendering assistance to our employee.

Sincerely,

Edward J. Hanko  
Special Agent in Charge  
Cincinnati Field Office

cc: Capt. Paul Neudigate  
Cincinnati Police Dept.  
District Five

Ms. Sarah Teeter

14 January 2012


Dear Sir,

August of 2011, I was a victim of a check cashing scheme apparently taking place north of Cincinnati, to date checks are still being written on my old account, Identity theft can leave a victim feeling distraught and helpless however, my interaction most recently with Det. Shultz "Dutch", left me feeling more empowered with knowledge on steps to take to protect my identity. The division in which he works certainly works more serious criminal cases with a much higher priority; however, he made me feel as if my circumstances were just as important.

I wanted to take the time to let you know the impression he left me with following my interview. It was a pleasure to meet Det. Shultz and I appreciate all the time he spent making sure I left feeling less a victim, more empowered and confident he would make sure the appropriate agencies would have all the information "Cincinnati" had to aide in the search of the parties responsible for the criminal activities that continue to disrupt my life.

You can be certainly proud to have Det. Shultz representing the Cincinnati Police Dept.

Respectfully,

A handwritten signature in black ink, appearing to read 'Sarah Teeter', with a large, stylized flourish extending from the end of the name.

Sarah Teeter

Steven Mittermeier

February 26, 2012

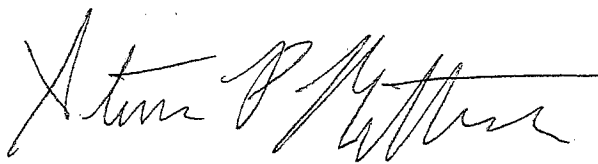
Officer Ewing  
Cincinnati Police Department  
District Three  
3201 Warsaw Avenue  
Cincinnati, OH 45205

Dear Officer Ewing,

Thank you for all the assistance you have provided me during my internship with the Cincinnati Police Department. During my 4 years at the University of Cincinnati while studying Criminal Justice I thought I had a real good understanding of the relationship between the police and the community until I started my internship with your department. You have given me a better understanding of a Police Officer's role in regards to improving relationships with community members. I appreciate the information and advice you have given to me on this subject matter, it has definitely changed my opinion of police and community relationships for the better. Once again thank you so much. I sincerely appreciate your patience and generosity throughout the course of my internship.

Respectfully,

Steven Mittermeier

A handwritten signature in black ink, appearing to read "Steven P. Mittermeier". The signature is fluid and cursive, with the first name "Steven" being the most prominent part.